



COLLEGE OF PROFESSIONAL STUDIES

# MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP

## Learn to Understand and Motivate

Study online with National University to develop the leadership skills employers are looking for today. The online Master of Science in Organizational Leadership provides you with the training you need to become an effective, change-oriented leader who achieves results. During the course of the program you'll follow a distinctive and challenging curriculum that integrates theory with practice, personal success with service to others, and information and technology with creativity, empathy, and democracy. You can complete the program in just 12 - 14 months and, because of the flexible online format, you can still make time for work, family, and friends.

### Program highlights:

- Entire program can be completed online
- Explore the various approaches leaders use to harness talent, promote innovation, and confront complex issues
- Learn to interpret organizational dynamics and group dynamics that affect development, innovation, and adaptation
- Evaluate ethical issues and learn how to create an ethical culture for any organization
- Apply a diverse set of knowledge and skills to develop critical thinking, synthesize information, manage conflict, and build problem-solving capacity
- Gain experience using emerging technology, presentations skills, and communication in both face-to-face and virtual environments

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## MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP

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The mission of the Master of Science in Organizational Leadership (MSOL) program is to prepare diverse learners to become effective, change-oriented leaders in an international society. The program uses distinctive and challenging curriculum that integrates theory with practice, personal success with service to others, and information technology with creativity, empathy, and democracy.

The Master of Science in Organizational Leadership program prepares individuals from a wide variety of backgrounds and interests into change-oriented leaders. As every industry and profession needs effective and ethical leadership, employers are increasingly targeting candidates that possess the capacity to take initiative, build and cultivate strong teams, orchestrate conflict, and promote innovation to serve organizational purposes. Using a collaborative, integral and holistic approach, this degree builds the skill set to think critically and analytically, learn communication skills that serve a diverse population, and develop the ability to lead change in increasingly global/complex environments. Drawing from work/life experiences, students will learn to frame problems, use systems thinking, and plan strategic interventions. Students will acquire knowledge, skills and abilities through experiential learning and critical analysis.

### Program Learning Outcomes

Upon successful completion of this program, students will be able to:

- Distinguish between multiple approaches to exercising leadership in order to harness collective talent, promote innovation, and confront complex issues within organizations.
- Interpret organizational dynamics, group dynamics, and engage in systems thinking in order to promote the development of a learning organization capable of orchestrating conflict, creating innovation, and adaptation.
- Evaluate ethical issues and aid organizational members in creating ethical culture appropriate to the organizational and/or global arena that supports operating in environments of diversity, uncertainty, and unpredictability.
- Distinguish between the functions of authority or power and the understanding of leadership and be able to apply diverse leadership skills and utilize frameworks in order to serve organizational purposes.
- Utilize emerging technology, presentation skills, and communication both in face-to-face and virtual environments.
- Utilize dialogue and other forms of inquiry with groups and teams in order to create collective problem solving and strategic plans.
- Create frameworks to determine how decisions made might impact ethical culture, support sustainability practices, and serve the organizational purpose.
- Identify quality scholarship and research and demonstrate the potential application of emerging leadership theory and knowledge to real-world scenarios and simulations.
- Integrate knowledge and skills from multiple disciplines in order to utilize critical thinking, synthesize information, manage conflict, and create collective problem-solving capacity.

### Degree Requirements

(12 courses; 54 quarter units)

To receive a Master of Science in Organizational Leadership, students must complete at least 54 quarter units of graduate work. A total of 13.5 quarter units of graduate credit may be granted for equivalent graduate work completed at another institution, as it applies to this degree and provided the units were not used in earning another advanced degree. Refer to the section on graduate admission procedures for specific information regarding application and evaluation.

### Core Requirements

(10 courses; 45 quarter units)

LED 601	Ethics and Classic Theories
LED 602	Developing Groups and Teams
LED 603	Leadership in the 21st Century
LED 604	Leading Change and Adaptation
LED 605	Conflict and Power Dynamics
LED 610	Analysis and Decision Making
LED 615	Consulting and Assessments
LED 620	World View & Adult Development
LED 680	Leadership Research
	<i>Prerequisite: LED 601 and LED 602</i>
LED 690	Capstone Project
	<i>Prerequisite: 5 LED courses</i>

### Program Elective

(2 courses; 9 quarter units)

Each student must complete two graduate courses from the School of Business and Management to meet the elective requirement. In lieu of general electives, students can choose to take the Specialization in Community Development. Students must complete all four courses specified in the Specialization.

### Specialization in Community Development

**\*\*\*THIS PROGRAM IS NOT ACCEPTING APPLICATIONS AT THIS TIME\*\*\***

The Specialization in Community Development is designed for aspiring change agents and leaders, working in social transformation and community development. In order to prepare leaders to analyze community development projects and practices from within systemic, holistic, and sustainable perspectives, students will be prepared to frame issues and integrate cultural differences within diverse populations. This program is tied to real-world needs and promotes a constant emphasis on the interplay between theory, reflection, and practice. A Specialization in Community Development is ideal for individuals who desire to develop the understanding of the dynamics of power, politics, and resources in a social transformation and community development context.

The objective of this program is to equip leaders with the ability to become:

1. Scholars with sensitivity and expertise at observing and interpreting culture and community dynamics.
2. Innovators who can develop and implement culturally responsive programs that address social issues.
3. Critical thinkers able to evaluate approaches to meeting the needs of communities.
4. Leaders who inspire with life-changing compassion and transformative vision.

### This program will be useful in many areas including the following:

Non-profit organizations, advocacy groups, community organizing, corporate and private foundations, public education and public health, environmental organizations, economic development, grassroots and arts organizations, religious communities, and tribal organizations.

### Program Learning Outcomes

Upon successful completion of this program, students will be able to:

- Critically analyze social transformation and community development cases and practices from within systemic, holistic, and sustainable perspectives.
- Examine the origins and contemporary implications of cultural differences effecting community environments, and develop intervention methods into diverse cultural contexts.
- Recognize and analyze their own behavior within the dynamics of power, politics, and resources in community development contexts.

This specialization includes concepts that are not offered elsewhere at NU. The components for this degree include: an emphasis on development and leadership that is specific to a holistic, systemic, and sustainable framework; preparation that is culturally knowledgeable for multiple environments including urban and international; development of the student in increased self-awareness and capacity to lead in diverse contexts.

### Specialization Requirements

This specialization requires that students fulfill the degree requirements for the Master of Science in Organizational Leadership (10 courses, 2 electives) and these required 4 courses. Students can use 2 required electives for this specialization, and then are required to take 2 additional courses.

### Requirements for Specialization

(4 courses; 18 quarter units)

SCD 600	Global Development
SCD 610	Human Environments
SCD 630	Culture and Change
SCD 680	Planning and Evaluation